

# SEARCHLIGHT PARTNERS

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## MacKenzie Art Gallery



<b>POSITION:</b>	Executive Director & CEO
<b>LOCATION:</b>	Regina, Saskatchewan – Treaty 4 Territory
<b>POSITION DETAILS:</b>	Full time, Permanent
<b>REPORTS TO:</b>	Board of Trustees
<b>DIRECT REPORTS:</b>	5
<b>WEBSITE:</b>	<a href="https://mackenzie.art/">https://mackenzie.art/</a>

### **THE ORGANIZATION**

The MacKenzie Art Gallery engages people in transformative experiences of the world through art.

Established in 1953, the MAG is Saskatchewan’s oldest public art gallery. The MAG serves a leadership role as the only provincial organization with the mandate and facilities to address an encyclopedic range of visual art and culture. Located on Treaty 4 territory in Regina’s beautiful Wascana Park - Canada’s largest urban park - the MAG permanent collection spans 5,000 years of art with nearly 5,000 works. The MAG has one of the largest collections of Indigenous Art in Canada.

The MAG was founded on the collection of its namesake, Norman MacKenzie (1869-1936), who bequeathed his collection to the University of Saskatchewan (Regina College), now the University of Regina. In 1990, the MAG became independent of the University, moving into new purpose-built facilities but retaining a partnership with the University.

The MacKenzie is located on the edge of the 2,300 acre Wascana Centre (1962), the fourth largest urban park in North America and home to the Provincial Capital Commission. Historically known as Oskana (Cree for “Pile of Bones”) Regina is situated on the traditional territory of the Cree, Saulteaux, Lakota, Dakota, and Nakota people, and the homeland of the Métis Nation. Although the MacKenzie is Saskatchewan’s oldest public art gallery, it is relatively young compared to the culture that has been practiced and shared on this territory for millennia. We acknowledge and honour the deep art history of this land, and aim to serve both this history as well as current and future generations.

The MacKenzie Art Gallery has a proud history of being a leader in exhibiting and collecting the work of Canada’s Indigenous artists. In 1975, the MacKenzie was the first public art gallery in Canada to present traditional First Nations objects as fine art. The exhibition 100 Years of Saskatchewan Indian Art 1830-1930 recognized the creative achievement of Saskatchewan’s First Nations and was curated by well-known

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Saskatchewan Metis artist, Bob Boyer. This activity has continued over the years, with the appointment of an Indigenous curator, and most recently with the Gallery receiving a major donation of works by Indigenous artists from collectors Thomas Druyan and Alice Ladner of Yellowknife. In 2016, the MacKenzie mounted *Across the Turtle's Back: The Kampelmacher Memorial Collection of Indigenous Art* to highlight this historic donation, featuring 245 artworks that were selected from over 1,000 assembled by the collectors.

In August 2018, the MAG received a 25-million-dollar gift from an anonymous donor, the largest donation in the Gallery's history. This transformative gift is endowed through the South Saskatchewan Community Foundation, which manages the funds and annually disburses the earned income to the MAG. The MAG receives ongoing funding from the South Saskatchewan Community Foundation, Canada Council for the Arts, SaskCulture, City of Regina, University of Regina, and the Saskatchewan Arts Board. Currently, the MAG's revenue is generally balanced between grants and donations (which includes sponsorship and events) with a small portion from earned revenue.

With the departure of Anthony Kiendl to become the CEO of the Vancouver Art Gallery, the MAG is seeking a new leader.

## **THE POSITION**

The MacKenzie Art Gallery offers a challenging and high-profile leadership opportunity to further develop one of Canada's finest arts institutions. The Executive Director and CEO will provide expertise and leadership to ensure the MAG's future growth and success as we continue to differentiate ourselves by providing transformative experiences of the world through art.

An experienced leader in the arts sector, the Executive Director and CEO will work with a professional Board of Trustees and 50 full-time and part-time staff to continue to execute the vision of the MAG to provide transformative experiences of the world through art.

You will bring both strategic and operational leadership to the MAG. The Board of Trustees will enable you to provide organizational and fiscal leadership, continuing to execute on the mission, vision, and well-defined strategic objectives.

This position is ideal for a dynamic leader who brings energy and enthusiasm to all aspects of the role; including fundraising, excellence in artistic programs, community engagement, relationship building with a variety of stakeholders (government, donors, volunteers, members and staff) and creating an engaging workplace for the MAG's valued staff members. Day-to-day, you will oversee the management and growth of the MAG's human, financial and physical resources through championing the MAG's values and culture. The successful candidate will operate with gravitas, humility, and a willingness to roll up their sleeves when required.

As an energetic leader, you will demonstrate an ability to execute a vision and mobilize the MAG to translate that vision into action. You will be well-versed in human, financial, and operational responsibilities. Your senior management experience includes the ability to oversee the operations of the Gallery, oversight of fundraising campaigns and leading through challenging times. You have extensive experience in an arts organization with a focus on donor relations and stakeholder engagement.

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With MAG's 70<sup>th</sup> anniversary approaching in 2023, the organization is in the midst of an ongoing, multi-phased organizational transformation that will allow the Gallery to grow well into the future. The MAG Executive Director & CEO will be responsible for leading this transformation and building membership and visitor engagement and playing a leading role in the national and international arts scene.

## **PRIMARY RESPONSIBILITIES**

### **Leadership**

- Provide visionary leadership, including strategic direction and financial health for MAG.
- Execute on the MAG's strategic plan and guide / influence the application of MAG resources.
- Build upon the MAG's reputation as a leading Canadian Arts Institution.
- Foster and celebrate the enrichment that arises from cross-cultural exposure and collaboration, and champion the cultural agency and sovereignty of the many communities with whom the Gallery interacts.
- Visualize and help advance Indigenous rights and promote applicable calls to action through continued organizational development and community engagement.
- In all areas of the Gallery's operations ensure an environment free from harassment and all forms of discrimination and promote equity with regard to accessibility, gender identity/expression, and diversity.
- With staff, organize exhibitions and educational programming with the highest standards.
- Stimulate and promote excellence and innovation in the MAG's programs, including its exhibitions, publication and educational activities.
- Play an advocacy and ambassadorial role on behalf of the Gallery locally, nationally, and globally.
- Build and nurture relationships with audiences, including local communities, partners, funders, and other stakeholders.

### **Management**

- Provide leadership and guidance to Gallery staff and facilitate a positive team environment through effective human resources management.
- Ensure the effective recruitment, orientation, training and development of staff and volunteers.
- Develop a culture that promotes respect and teamwork, builds loyalty and trust, drives engagement, and maximizes employee potential and appeals to outside talent.

### **Fundraising & Development**

- Lead the annual fundraising and capital campaigns. Be active in fundraising activities through various external relations initiatives and strategic stakeholder engagements.
- Create and implement a development plan for that ensures the sustainability of the Gallery in perpetuity.
- Consult regularly with the Development team on fundraising initiatives and stewardship purposes.
- Develop and encourage corporate, private foundation, government and community sponsorships and partnerships to create new revenue sources for the gallery.
- Focus on audience and membership development to build community engagement.
- Foster meaningful and effective government relations as it relates to funding.

### **Financial Sustainability**

- Manage financial and operational affairs of MAG to ensure operating surpluses, sound financial management, and an effective work environment.

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- Ensure that effective financial controls and sound accounting practices are in place; monitor expenditures in relation to budget and income.

## **Board Relations**

- Meet annual strategic goals, both financial and non-financial, which are established in consultation with the Board of Trustees.
- Work with the Board to implement plans and policies that ensure smooth day-to-day operations.
- Provide regular reports to the Board on financial and other matters; keep the Board informed of any actions which may affect the MAG.

## **CANDIDATE QUALIFICATIONS**

- A minimum of 10 years' relevant experience in an arts organization, and at least 5 years in a senior leadership role within a similar institution in the arts sector.
- Demonstrated track record of participatory, pro-active leadership style and strong interpersonal, problem solving, staff development and member experience skills.
- An engaging and collaborative visionary who can ensure delivery of captivating annual exhibitions and outreach programs, while staying true to the principles of MAG and its accessibility initiatives.
- Proven ability to create and develop innovative exhibitions programs.
- Experience dealing with artists and managing exhibitions, delivering on an artistic vision.
- A relationship-builder with an established and growing relevant network in the artistic community.
- Ability to manage large numbers of stakeholders with a variety of professional working styles.
- An effective fundraiser possessing an exceptional track record with donors, Board members, stakeholders, sponsors, and other partners.
- Proven business acumen; understands all aspects of the business.
- An innovative thinker who can tap into digital technologies and further the impact on patrons.
- Brings an understanding of marketing and social media to drive attendance, membership, and engagement.
- Successful experience working with and reporting to a board.
- An effective mentor who builds strong teams, effectively delegates responsibilities, and monitors performance.
- Commitment to consultation and consensus-building, balanced with the ability to act decisively in a politically astute and highly professional 360-degree manner.
- Strong organizational skills and the ability to prioritize and juggle many projects simultaneously.
- Strong interpersonal skills so as to be comfortable and effective with the Gallery's internal and external constituencies.
- A relevant undergraduate degree and/or experiential equivalent in the arts sector.

## **CANDIDATE ATTRIBUTES**

- A high-energy visionary with business savvy, drive and dedication; the demonstrated ability to bring creative thinking to a wide range of tasks.

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- A values-based leader. Clearly articulates and models expectations, is accountable and holds others to account in a positive manner
- Culturally aligned with the MAG's mission, vision and mandate of accessibility and equity.
- Knowledge of and demonstrated commitment to contextualizing the work of the Gallery within the history and pre-history of Treaty 4 territory.
- Genuine and keen interest in the heritage and evolving demographics of the province and its cultures and environs as a means to inform the ongoing relevancy of the Gallery.
- Strong interpersonal and communications skills.
- The ability to engender confidence and trust from stakeholders, the community, staff, Board, and government.
- Highly articulate, with exceptional team-building skills.
- Enjoys mentoring people and helping to achieve agreed upon goals.
- Understands the need to anticipate and respond actively to change and is prepared to suspend personal preferences to align with organizational direction. Has a clear sense of what is needed to instill agility in others, recognizing their own capacity.
- High professional standards and honesty, integrity, and authenticity. Exercises influence and not authority to achieve mutual success.
- Possesses high EQ; able to use emotional information to guide thinking and behaviour and handle interpersonal relations judiciously and empathetically.
- A practical, calm, and creative problem solver and strategic thinker, who can react nimbly to the unexpected and be flexible in their decision-making.
- Ability to work well under pressure, independently or as part of a team.
- Results-oriented and disciplined; accepts ownership with a hands-on approach.
- Active listener, with a collegial management approach.

## **COMPENSATION**

A competitive compensation package will be offered, complete with salary, pension and benefits.

## **HOW TO APPLY**

Please apply by email with your cover letter and resume by end of day September 30, 2020. Send to: [mackenzie@searchlightpartnersgroup.com](mailto:mackenzie@searchlightpartnersgroup.com)

*We thank applicants for their interest, however, only those advancing in the process will be contacted.*